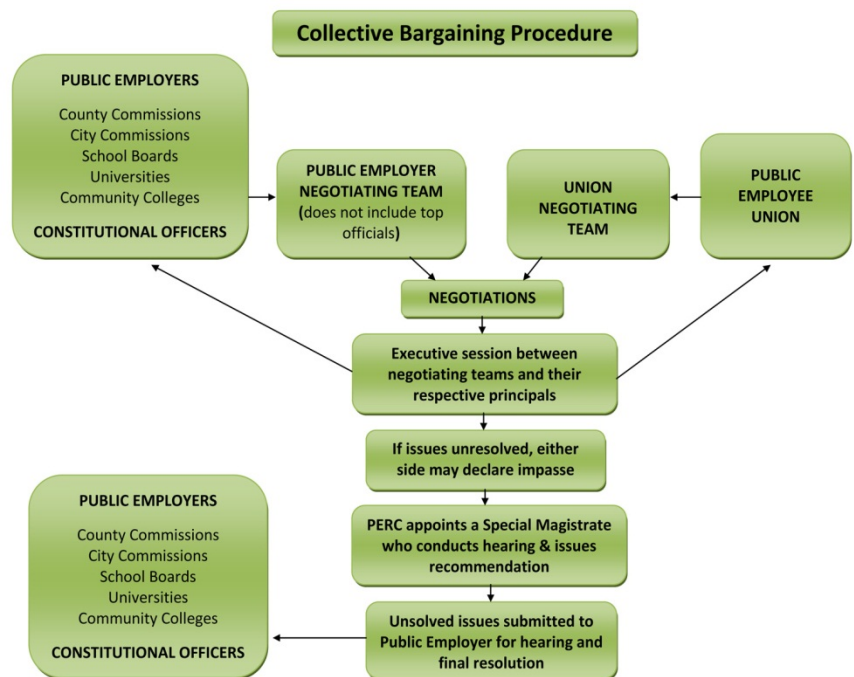




Florida Sheriffs Association Position on Impasse

Florida's Sheriffs want to ensure locally-elected constitutional officers remain accountable to the citizens and retain the management authority they need to carry out their responsibilities. In situations involving an impasse in collective bargaining, the constitutional officers who are elected and accountable to the public should continue to be the persons making the final decisions regarding their respective employees.

The impasse processes within all the constitutional offices should be consistent. The Sheriffs, as Constitutional Officers, should have the same protections in the impasse process as other constitutional offices such as City Councils, Boards of County Commissioners, County School Boards, the Florida School for the Deaf and Blind, and the State University System. In collective bargaining, agency principals are not involved directly in the negotiations, and are only called upon at the end of the process when they are asked to make a judgment as to whether or not to declare an impasse.



Floridians expect the person they elect to local Constitutional Office to be the person responsible and accountable for the crucial decisions and management of those offices and their employees.

Under Florida law, Constitutional Officers are empowered by the voters with the authority and responsibility to operate their respective offices just as are County and City Commissions and School Boards, and they should have the final say as to the operations of their agencies, including personnel decisions, just as do the other elected officials. They cannot abrogate their accountability or allow their operational responsibilities to be shifted to other Agencies. The chart above illustrates how the collective bargaining process, and the authority to declare impasse, works for all public employee agencies, and how it should also work for constitutional officers.

